

Appendix 2 - Goals and Results

The Department achieved 76 percent of the 53 goals included in the FY 2000 Annual Report

A Summary by Goal of Program Results and Time Period of Measurement¹

Strategic Goal 1 - A Prepared Workforce

Goal #	Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 1.1 - Increase Employment, Earnings, and Assistance				
1.1A	ETA	Of those Welfare-to-Work (WtW) participants placed in unsubsidized employment, 60 percent will remain in the workforce for six months with 5 percent average earnings increase by the second consecutive quarter following the placement quarter.	Achieved	FY 2000
1.1B ¹	ETA	64 percent of JTPA adult disadvantaged trainees will be employed one quarter after program exit with average weekly earnings of \$292.	Achieved	PY 1999
1.1C ²	VETS	Of all veterans who register with the Public Employment Service, 25 percent will enter employment. Of the veterans that register who are assisted by DVOP and LVER staff, 27 percent will enter employment.	<i>See end note 2</i>	
1.1D	VETS	Assist 10,000 service-connected disabled veterans to find jobs.	Achieved	FY 2000
1.1E	ETA	The new Work Incentive Grant program will be implemented by September 30, 2000, with plans for 20 to 40 awards in State and local areas to enhance services for people with disabilities in the One-Stop Center environment.	Achieved	FY 2000
1.1F	VETS	27 percent of veterans that register with the Public Employment Service will enter employment and for DVOP and LVER staff the ratio will be 30 percent.	Achieved	FY 2000

¹ This Appendix summarizes performance results and identifies the time period of measurement for which the results are reported. Please note that some ETA programs are forward funded and follow a program year that begins nine months after the fiscal year for which program funding was received. For these programs, this report addresses Program Year 1999 goals that were included in the FY 1999 Annual Performance Plan with a performance period of July 1999 to June 2000. End notes (annotated on goal numbers) located at the end of this appendix provide information on a goal's status in the DOL planning process.

Goal #	Agency	Performance Goal	Goal Result	Measurement Time Frame
1.1G	WB	Prepare 25,000 women for the labor force by providing them with tools and education on equal pay, occupational segregation, pension benefits, dependent care, nontraditional occupations, safe and healthy workplaces; and rights in the workplace.	Achieved	FY 2000
Outcome Goal 1.2 - Assist Youth in Making the Transition to Work				
1.2A ³	ETA	77 percent of Job Training Partnership Act Title II-C youth trainees will be employed or obtain advanced education or job skills.	Achieved	PY 1999
1.2B ⁴	ETA	75 percent of Job Corps trainees will get jobs or pursue further education, with those obtaining jobs having an average starting wage of \$6.50 per hour.	Achieved	PY 1999
1.2C ⁵	ETA	Engage 1.5 million youth in School-to-Work (STW) activities.	Achieved	PY 1999
1.2D	ETA	At least 25 communities will be awarded Youth Opportunity Grants and collectively enroll 3,000 youth by the end of FY 2000.	Achieved	FY 2000
Outcome Goal 1.3 - Provide Information and Tools About Work				
1.3A ⁶	ETA	Increase the percent of job seekers registered with the employment service who enter employment by one percent.	Achieved	PY 1999
1.3B ⁷	ETA	Increase the total number of job openings listed with the public employment service by 20 percent.	Achieved	PY 1999
1.3C ⁸	ETA	Increase the number of new employers registered with America's Job Bank from 51,000 to 60,000.	<i>See end note 8</i>	PY 2000
Outcome Goal 1.4 - Provide Information and Analysis on the U.S. Economy				
1.4A	BLS	Produce and disseminate timely, accurate, and relevant economic information.	Substantially Achieved	FY 2000
1.4B	BLS	Improve the accuracy, efficiency, and relevancy of economic measures.	Achieved	FY 2000

Strategic Goal 2 - A Secure Workforce

Goal #	Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 2.1 - Increase Compliance with Worker Protection Laws				
2.1A	ESA	Increase compliance with labor standards laws and regulations including young workers to 45 percent (6 percent increase over FY 1998 performance) in the Los Angeles garment industry and by 5 percent in poultry processing and the nursing home industry. Establish baseline for forestry and the agricultural commodity of garlic.	Not Met	FY 2000
2.1B	ESA	Increase compliance by 5 percent among employers, which were previous violators, and the subject of repeat investigations in the Los Angeles garment industry, poultry processing and nursing homes; and establish baselines for forestry and the agricultural commodity of garlic.	Not Met	FY 2000
2.1C	ESA	To increase child labor compliance, establish baselines in the restaurant and grocery industries where data indicate that the risk of serious injury of young workers is greatest.	Achieved	FY 2000
2.1D	ESA	To increase child labor compliance among employers previously investigated, establish baselines in the restaurant and grocery industries where data indicate that the risk of serious injury to young workers is greatest.	Achieved	FY 2000
2.1E	ESA	Achieve timely union reporting compliance such that a minimum of 87 percent of unions with annual receipts greater than \$200,000 timely file union annual financial reports for public disclosure access.	Achieved	FY 2000
2.1F	PWBA	Increase by 2.5 percent both the number of closed investigations of employee pension and health benefits plans where assets are restored (to 819) and the number where prohibited transactions are corrected (to 301).	Achieved	FY 2000
2.1G	PBGC	Increase by two percent benefit recoveries for individuals which are achieved through assistance of Pension Benefit Advisors to \$53 million.	Achieved	FY 2000

Goal #	Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 2.2 - Protect Worker Benefits				
2.2A	ETA	Unemployed workers receive fair UI benefit eligibility determinations and timely benefit payments: C Increase to 24 the number of States meeting or exceeding the minimum performance criterion for benefit adjudication quality C Increase to 47 the number of States meeting or exceeding the Secretary's Standard (minimum performance criterion) for intrastate payment timeliness	Substantially Achieved	FY 2000
2.2B ⁹	ETA	Increase to 38 percent the proportion of unemployed workers, including low-wage and part-time workers, who receive temporary income support (receiency rate) , particularly in States with relatively low recipiency rates.	<i>Goal Dropped See end note 9</i>	
2.2C	PWBA	Increase by 1 percent the number of workers who are covered by a pension plan sponsored by their employer, particularly women, minorities and workers in small businesses.	Achieved	CY 2000
2.2D	ESA	Return Federal employees to work following an injury as early as appropriate as indicated by a 9 percent reduction from the baseline in the average number of production days lost due to disability. Reduce number of lost production days to 173 days in Quality Case Management (QCM) cases only and establish baseline for all cases.	Achieved	FY 2000
2.2E	ESA	Produce \$66 million in cumulative first-year savings (FY 1999 -2000) through Periodic Roll Management (PRM).	Achieved	FY 2000
2.2F	ESA	In the FECA program, save an additional \$5 million over FY 1999 compared to amounts charged through full-year implementation of fee schedules for inpatient hospital and pharmacy services; and save \$1.5 million compared to amounts charged for physician services through the Correct Coding Initiative.	Achieved	FY 2000
2.2G	ESA	Each area of the country will be surveyed for all four types of construction at least every three years, and the resulting wage determinations validly reflects locally prevailing wage/benefits. In FY 2000, implement scanning technology and develop knowledge management technology; and complete analysis of BLS data and decide whether a Davis-Bacon reengineering or reinvention approach will be pursued in FY 2001.	Achieved	FY 2000
2.2H	PWBA	Reduce by 1 year the average time frame to send final, accurate benefit determinations to participants in defined benefit pension plans taken over by PBGC.	Achieved	FY 2000

Goal #	Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 2.3 - Provide Worker Retraining				
2.3A ¹⁰	ETA	Under JTPA Title III for dislocated workers, 74 percent of program terminees will be employed at an average wage replacement (compared to their wage at dislocation) of 93 percent at termination; 76 percent will be employed one quarter after program exit at an average wage replacement rate of 97 percent .	Substantially Achieved	PY 1999
2.3B	ETA	72 percent of Trade Adjustment Assistance (TAA) and NAFTA Transitional Adjustment Assistance (NAFTA-TAA) program participants will be employed upon termination and achieve at least 80 percent of their pre-separation wage.	Substantially Achieved	FY 2000

Strategic Goal 3 - Quality Workplaces

Goal #	Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 3.1 - Reduce Workplace Injuries, Illnesses and Fatalities				
3.1A	MSHA	Reduce the number of mine fatalities and non-fatal injuries to below the average for the previous five years.	Substantially Achieved	FY 2000
3.1B	MSHA	Reduce by 5 percent the percentage of coal dust and silica dust samples that are out of compliance for coal mines and metal and nonmetal high-risk occupations, respectively.	Achieved	FY 2000
3.1C	OSHA	Reduce three of the most significant types of workplace injuries and causes of illnesses by 7 percent (from baseline).	Achieved	FY 2000
3.1D ¹¹	OSHA	Reduce injures and illnesses by 3 percent in five industries characterized by high-hazard workplaces.	Achieved	FY 1999 (CY 97-99 avg.)
3.1E	OSHA	Reduce injuries and illnesses by 20 percent in at least 50,000 workplaces where the Agency initiatives an intervention.	Achieved	FY 2000
3.1F ¹²	OSHA	Decrease fatalities in the construction industry by 7 percent (from baseline), by focusing on the four leading causes of fatalities (falls, struck-by, crushed-by, and electrocutions and electrical injuries).	Not Met	FY 1999

Goal #	Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 3.2 - Foster Equal Opportunity Workplaces				
3.2A	ESA	Increase by 5 percent (over the FY 1999 performance) the number of Federal contractors brought into compliance with the EEO provisions of Federal contracts via OFCCP's compliance evaluation procedures.	Achieved	FY 2000
3.2B	ESA	To increase compliance with the equal employment opportunity (EEO) requirements among Federal contractors, establish a methodology by the end of FY 2000 to measure the effectiveness of OFCCP's education, technical assistance, and outreach efforts.	Achieved	FY 2000
3.2C	ESA	To narrow the wage gap for protected groups within the Federal contractor reporting community, establish a methodology by the end of FY 2000 to identify wage disparities.	Achieved	FY 2000
3.2D ¹³	OASAM	Within 180 days of submission of State Methods of Administration, States are in compliance with the non-discrimination provisions of Section 188 of the Workforce Investment Act and 29 CFR Part 37.6.	Deferred See end note 13.	
Outcome Goal 3.3 - Support a Greater Balance between Work and Family				
3.3A	ETA	By replicating the West Virginia and other successful child care models, increase the number of States with child care apprenticeship programs from 29 to 39 and increase the number of new child care apprentices by 15 percent over the FY 1999 results (to at least 232).	Achieved	FY 2000
3.3B	WB	20 percent of the 420 employers enrolled in the Business-to-Business Mentoring on Child Care (BtB) initiative will implement family-friendly policies and programs for their employees and families.	Achieved	FY 2000
Outcome Goal 3.4 - Reduce Exploitation of Child Labor and Address Core International Labor Standards Issues				
3.4A	ILAB	Progressively reduce exploitative child labor worldwide by increasing international support and funding the most promising programs and projects in targeted countries.	Achieved	FY 2000
3.4B	ILAB	Raise workers' protection and the safety of work places in selected countries by improving core labor standards and social safety net programs.	Substantially Achieved	FY 2000

Departmental Management Goals

Goal #	Agency	Performance Goal	Goal Result	Measurement Time Frame
Financial Management				
FM-1	OCFO	All DOL financial systems meet the standards set in the Federal Financial Management Improvement Act (FFMIA) and the Government Management Reform Act (GMRA)	Substantially Achieved	FY 2000
FM-2	OCFO	DOL meets all new accounting standards issued by the Federal Accounting Systems Advisory Board (FASAB) including the Managerial Cost Accounting Standard.	Achieved	FY 2000
Information Technology				
IT-1	OASAM	Increase integration of DOL IT systems and extend access to automated services.	Achieved	FY 2000
IT-2	OASAM	Increase the timeliness, accuracy, and general usefulness of DOL regulations, guidelines, and assistance materials on the Internet including the collection of public comments through an electronic forum	Achieved	FY 2000
IT-3	OASAM	To ensure DOL services continue uninterrupted in 2000, a fully-developed and tested contingency plan can be invoked in the event of unanticipated failures of Departmental mission critical systems.	Achieved	FY 2000
Human Resources				
HR-1	OASAM	Increase usage of career assistance and continuous learning programs and services by 20 percent over FY 1999. (Annual utilization rate of 4,731 for lifelong learning programs).	Achieved	FY 2000
HR-2	OASAM	Increase participation in "family-friendly" programs by 10 percent from FY 1999 utilization.	Achieved	FY 2000
HR-3	OASAM	Two of the ten major DOL agencies are reviewed and their EEO programs are found to be in compliance with the applicable civil rights laws and equal opportunity regulations.	Substantially Achieved	FY 2000
HR-4	OASAM	Reduce the rate of lost production days by two percent (i.e., number of days employees spend away from work due to accidents and injuries).	Not Met	FY 2000
HR-5&6	OASAM	- Reduce the overall occurrence of injuries of DOL Employees by three percent. - Improve the timeliness of filing injury claim forms by five percent.	Not Met	FY 2000

1. This goal is from the Department's FY 1999 Annual Performance Plan and addresses JTPA adult program trainees for ETA Program Year 1999, the last year of the Job Training and Partnership Act. Goal 1.1B in the FY 2000 APP targets results for the WIA Adult Program for Program Year 2000 (July 00-June 01) which will be reported in the FY 2001 Annual Performance Report
2. This goal was dropped from the Department's FY 2000 APP subsequent to its submission to Congress. In its place, Goal 1.1F which addresses larger targets for the same performance indicators was added as the second goal for the Veterans Employment and Training Service.
3. This goal is from the Department's FY 1999 Annual Performance Plan and addresses JTPA Youth Program results for ETA Program Year 1999, the last year of the Job Training and Partnership Act. Goal 1.2A in the FY 2000 APP targets results for the WIA Youth Program for Program Year 2000 (July 00-June 01) which will be reported in the FY 2001 Annual Performance Report.
4. This goal is from the Department's FY 1999 Annual Performance Plan and addresses Job Corps program results for ETA Program Year PY 1999. Goal 1.2B in the FY 2000 APP targets results for the Job Corps Program for Program Year 2000 (July 00-June 01) which will be reported in the FY 2001 Annual Performance Report.
5. This goal is from the Department's FY 1999 Annual Performance Plan and addresses School- to-Work program results for ETA Program Year 1999. Goal 1.2C in the FY 2000 APP targets results for the Job Corps Program for Program Year 2000 (July 00-June 01) which will be reported in the FY 2001 Annual Performance Report.
6. This goal is from the Department's FY 1999 Annual Performance Plan and addresses the entered employment rate for those receiving labor exchange services. Goal 1.3A in the FY 2000 APP targets the entered employment rate for Program Year 2000 (July 00-June 01) and will be reported in the FY 2001 Annual Performance Report.
7. This goal is from the Department's FY 1999 Annual Performance Plan and addresses job openings with the public employment service for ETA Program Year 1999. Goal 1.3B in the FY 2000 APP targets the same results but for Program Year 2000 (July 00-June 01) which will be reported in the FY 2001 Annual Performance Report.
8. This goal measures PY 2000 (July 00-June 01) results and will be reported upon in the FY 2001 Annual Performance Report.
9. This goal was dropped from the FY 2000 Annual Performance Plan. The States were opposed to the measure.
10. This goal is from the Department's FY 1999 Annual Performance Plan and addresses program results for ETA Program Year 1999. Goal 2.3A in the FY 2000 APP targets program results for dislocated workers for Program Year 2000 (July 00- June 01) to be reported in the FY 2001 Annual Performance Report.
11. FY 2000 data will be available December 2001.
12. FY 2000 data will be available August 2001.
13. Since no State Methods of Administration were submitted within the timeframe established for measuring this goal in FY 2000, performance and measurement of this goal have been deferred until FY 2001.